

# POLICY

## KONINGS CORPORATE SOCIAL RESPONSIBILITY POLICY

We believe it is the responsibility of each generation to leave its children a healthier planet. To this end we build sustainable relationships with our partners and foster the innovative and can-do mentality of our employees. Together we aspire to have a positive social, economic and environmental impact in all that we do.

**Our CORE values - Collaboration, Ownership, Reliability and Entrepreneurship** - reflect who we are, what we do and what we aspire to be. We expect our employees to act with integrity, live our values, and be the best version of themselves today in order to leave the world a better place tomorrow.



### Governance

At KONINGS we have formal and informal governance processes in place to ensure that the decisions and actions we take are responsibly and holistically risk assessed, are compliant with legislation and other accepted international norms and in keeping with our values.



### Health and Safety

We believe that all fatalities, injuries, and occupational illnesses are preventable, and everybody has the fundamental right to a safe and healthy working environment. To this end, our mantra is "Always Safe Never Sorry", meaning that everybody in our facilities is empowered to say "stop" if they feel that a risk has not been appropriately managed, nobody should look the other way, nobody should be sorry they did not act. Our Health and Safety vision is zero harm incidents.



### Human Rights

We support the United Nations Declaration of Human Rights and ensure that our activities do not directly or indirectly violate human rights in any country in which we operate. We have a transparent and open culture and strive to enhance the lives of our employees by contributing to their personal growth.



### Diversity

We believe diversity is the spirit of entrepreneurialism and makes our organization stronger. We do not exclude or include based on gender, race, nationality, ethnic origin, religion, age, sexual orientation, disability, or other parameter.



### Community Partnerships

We believe in sustainable philanthropy and are committed to be a responsible partner with our stakeholders. As well as encouraging our employees to volunteer in the community, we reserve a budget and foster our entrepreneurial spirit for the good of the communities in which we operate.



### Business Ethics

All our partnerships and collaborations are transparent; we conduct our business with the utmost respect to our consumer and have proactive antibribery and anticorruption governance processes.



### Security

We protect our employees, assets, and information from threats in whatever form. Our facilities have physical protection, and our digital environments are guarded against cyber-attacks and breaches of data protection regulations.



### Environment and Energy

We recognize that what we do today, impacts the generations of tomorrow. On account of this, we continually innovate in order to reduce our waste, energy and water usage as well as engaging with our long-term partners in processes that facilitate the circular economy and reduce our carbon footprint.



### Quality

We strive to meet and exceed the expectations of our consumers. We have a continuous improvement process facilitated by our entrepreneurial spirit and importantly we "do what we say and say what we do" such that our customers know that they can trust and rely upon us.